



Harrison Central School District

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Civil Service Employees (CSEA) Employee Benefit Summary

Health Insurance

Full-time CSEA employees may enroll in comprehensive single, two-person or family health insurance coverage, effective with their start date in the district. The district provides health insurance coverage through the State-wide Schools Cooperative Health Plan (SWSCHP), which includes numerous network health care providers.

District contribution: 85%
Employee contribution: 15%

Biweekly employee contributions for 2019-20:

Type of Coverage	SSCHP
Single Person	\$92.01
Two-Person	\$194.14
Family	\$207.98

Dental Benefit Plan

The dental benefit plan offers individual dental benefit coverage for cleanings and other dental procedures. Employees are eligible to enroll in this benefit after six (6) months of full-time employment. Employee contribution: Family = \$200; Single = \$100

Vision Benefit Plan

The vision benefit plan offers individual or family vision benefit coverage for eye exams and discounts on glasses and/or contact lenses. Employees are eligible to enroll in this benefit after six (6) months of full-time employment.

Flexible Benefit Program (125 Plan)

This benefit allows employees to have pre-tax monies withheld from their paychecks for reimbursement of out-of-pocket medical, dental, drug and optical costs.

403B & 457B Tax Deferred Savings Accounts

Employees may make tax deferred contributions into a 403B and/or a 457B tax deferred savings account according to the limits established by the Internal Revenue Service. See the District's website for more detailed information on 403B and 457B tax deferred savings accounts.

Group Life & Accidental Death/Dismemberment Insurance Program

These benefits are offered to eligible members through the CSEA Benefit Fund. See Plan Booklet for more details.

Absence Entitlements

12 month employees are provided with the following absence entitlements annually*:

- ✓ 14 Sick Days
- ✓ 10 vacation days (after first full year of service)
- ✓ 4 Personal Days
- ✓ 3 Birth In Family Days
- ✓ 5 Family Illness Days
- ✓ 5 Death Immediate Family Days
- ✓ 3 Death Extended Family Days

10 Month employees are provided with the following absence entitlements annually*:

- ✓ 10 Sick Days
- ✓ 4 Personal Days
- ✓ 3 Birth In Family Days
- ✓ 5 Family Illness Days
- ✓ 5 Death Immediate Family Days
- ✓ 3 Death Extended Family Days

* Days are pro-rated for the first year based on date of hire

NYS Employees Retirement System

Full time employees are required and part-time employees are eligible to participate in the New York State Employees Retirement System (NYSERS). Tier 3 and 4 employees contribute 3% of salary for the first ten years of service in the system; district pays portion above 3% for first ten years and then pays entire contribution after ten years. Tier 5 employees contribute 3.5% of salary for the duration of their active service. Tier 6 employees contribute between 3.0% and 6.0% based on salary thresholds for the duration of their active service.

Holidays & School Recesses

Following are the holidays for the 2019-20 school year:

<i>Independence Day</i>	<i>New Years Day</i>
<i>Labor Day</i>	<i>Martin Luther King Day</i>
<i>Yom Kippur</i>	<i>President's Day</i>
<i>Rosh Hashanah</i>	<i>Good Friday</i>
<i>Veterans Day</i>	<i>Memorial Day</i>
<i>Thanksgiving Recess</i>	
<i>Christmas Day</i>	

12 Month CSEA employees must consult with the 12-month holiday calendar for specific holiday dates.